

Department of Human Services (DHS) Response Regarding Miscellaneous Pay

November 2015

Staff in the Office of the Legislative Fiscal Analyst reviewed FY 2015 miscellaneous pay at DHS and asked DHS to explain seeming anomalies. DHS responded as follows:

1. Please provide a summary statement of the purpose for “on call” pay for Child and Family Services field workers and the Utah State Hospital and who are the primary recipients of the on call pay?

For [DCFS field workers], DCFS pays for caseworkers to be on-call for evenings, weekends and holidays or to cover cases where someone might be sick or on vacation.

For the [Utah State Hospital], on call pay is paid to doctors and administrators who are on call to cover nights, holidays, and weekends for emergencies and patient restraints.

2. Please provide a summary statement of the purpose for Misc. pay for Child and Family Services field workers and Utah State Hospital and who are the primary recipients of the Misc. pay?

For [DCFS field workers], DCFS pays caseworkers who pass a language test to be bilingual. This speeds up the amount of casework that can be done instead of paying for interpreter services and possibly having to reschedule an appointment if interpretation services are not available.

For [Utah State Hospital], USH provides stipends to interns for their work. Also, reimbursements for life insurance are incurred in Misc. pay.

3. Please provide a summary statement of the purpose for Taxable Meal Allowance in Child and Family Services field workers and who are the primary recipients of the Taxable Meal Allowance?

Both caseworkers and administrative staff can receive these payments. To qualify an employee must travel at least 100 miles one way and don't stay overnight or they work a minimum of 3 hours overtime in one day.

Employees receive a taxable meal allowance at State Finance per diem rates based on policy.

4. Please provide an explanation for the \$12,749 on call pay to an employee in the Office of Services Review?

[One employee] has to be on-call 24-7-365 and often times respond to allegations of abuse after hours, on holidays, and on weekends. It is important that a supervisor is available at all times to staff cases with intake to determine if the case is a conflict for DCFS and to staff cases with investigators in order to determine if the child can be safely maintained in the home or if the child should be removed from the family home. In the future, on call time will likely be split between different staff

5. Please provide an explanation for the \$18,120 on call pay to [one employee] in Information Technology?

[One employee] provides support for the DHS websites. [He] is on call for issues where the website is down or where we have received notification of potential breach or corruption of the website. [His] on call time ended earlier in the year and he will have minimal time in FY16, and he will likely not have any in the future.

6. Please provide an explanation for the \$3,110 “property rent pay” in the area of Services for People with Disabilities (DSPD) field workers?

These expenditures are reimbursement for a portion of the cost of home internet services for people working out of their own homes. The closure of several DSPD office locations resulted in the need to have some DSPD employees work from home offices. Since their work requires use of internet services for email, case management, reporting, etc; the Division reimburses them for a portion of the cost of home internet services.

7. Please provide an explanation for the \$15,052 in “on call pay” to employees at the Utah State Developmental Center?

The Utah State Developmental Center is required to have medical staff available or on call 24-7-365. During evening and night time hours

[individuals are] on call to provide needed medical services for the residents of the Developmental Center."